GENERAL TERMS AND CONDITIONS

1. Definitions –

(a) “Affiliate” means with respect to any specified person or entity, any other person or entity controlling, controlled by or under common control with such person or entity, where “control” means the ownership, directly or indirectly, of 50 percent or more of the ownership interest of such specified entity.

(b) “Agreement” means this software license agreement, together with all exhibits, schedules, annexes and Purchase Orders made a part hereof in accordance with the terms of this Agreement and all amendments, modifications, supplements and alterations thereto effected in accordance with the terms of this Agreement.

(c) “Authorized Distributor” Any third party unaffiliated with Xblend who is authorized to distribute and resell the Licensed Material, including Atlassian Pty Ltd.

(d) “Authorized User” means individuals who are authorized by Customer to use the Licensed Software, for whom licenses to the Licensed Software have been purchased, and who have been supplied user identifications and passwords by Customer (or by Xblend at Customer’s request). Authorized Users may include but are not limited to employees, consultants, contractors and agents of Customer, or, subject to the restrictions contained herein, third parties with whom Customer transacts business.

(e) “Confidential Information” means all technical and non-technical information in both tangible and intangible form, including, but not limited to, product design information, software code, technical information, customer information, discounting, cost and pricing information, financial information and the results derived from or methodology employed by Customer in conducting any benchmark testing of the Licensed Software; provided that the term “Confidential Information” shall not include information which the recipient can show by reasonable proof (i) to have been known by the recipient prior to the time of disclosure by the Disclosing Party (as defined in Section 9 below), (ii) to have become part of the public domain through no fault or breach of this Agreement by the recipient, (iii) to have been disclosed to the recipient in good faith by a third party who is not under any obligation of confidence or secrecy to the Disclosing Party at the time such third party discloses the information to the recipient or (iv) to have been compelled to be produced by a court of competent jurisdiction, provided that the recipient shall first give notice to the Disclosing Party of any such request or order of the court to give the Disclosing Party an opportunity to contest or limit said request or order of the court.

(f) “Error” means any error, defect or omission that (i) is discovered in the Licensed Software, (ii) is reproducible and (iii) prevents its operation substantially in accordance with the Licensed Software.

(g) “Licensed Documentation” means the published user manuals that Xblend makes generally available for the Licensed Software.

(h) “Licensed Material” means the Licensed Software and the Licensed Documentation.

(i) “Licensed Software” means the machine-readable object code version of (i) the software specified on each Purchase Order, whether embedded on disc, tape, internet download site or other media and (ii) all Updates for the Licensed Software that Customer is entitled to receive in connection with its receipt of Maintenance Services pursuant to Section 4 of this Agreement.
(j) “Maintenance Services” means the technical support services provided by Xblend pursuant to Section 4 hereof.

(k) “Maintenance Term” means the period of time for which Customer has purchased Maintenance Services, as evidenced by the Purchase Order delivered by Customer in connection therewith, together with all renewals effected in accordance with Section 4 of this Agreement.

(l) “Purchase Order” means (i) Xblend’s standard price quote, purchase order, order form or purchase confirmation (including any purchase confirmation delivered electronically through an online store or marketplace), as such document may be amended, supplemented or modified from time to time in accordance with this Agreement or (ii) any other non-Xblend price quote, purchase order, order form or purchase confirmation delivered by Customer to Xblend but solely to the extent permitted by and delivered in accordance with Section 15.

(m) “Update” means any revision, enhancement, improvement or modification to or programming fix for the Licensed Software or Licensed Documentation which Xblend makes generally available, incorporates into and makes a part of the Licensed Software or Licensed Documentation and does not separately price or market.

2. LICENSE –

(a) Use – Subject to the terms and conditions of this Agreement including, but not limited to the applicable licensing restrictions set forth in Section 2(b) below, and subject further to Customer’s full compliance herewith and according to the scope, time period and other terms indicated on the applicable Purchase Order, delivered in connection with this Agreement, Xblend hereby grants Customer and Customer hereby accepts from Xblend, a perpetual, non-exclusive and non-transferable right and license to install the Licensed Software on computer hardware that is owned or operated by or on behalf of Customer, to access, use, copy, modify or create Applications in accordance with the applicable restrictions and conditions contained in this Agreement and to copy the Licensed Material as permitted by this Agreement; provided, that in no event shall Customer create any Application that is competitive with or offers substantially the same functionality as the Licensed Software or any other product or software application commercially offered by Xblend. Customer’s right to use the Licensed Material shall extend to use by Affiliates of Customer for such Affiliates’ own internal business operations, provided that (i) such Affiliates have agreed to abide by the terms of this Agreement, and (ii) Customer shall remain primarily liable for all acts and omissions by such Affiliates. Customer’s right to use the Licensed Material shall also extend to use by third parties under a written agreement with Customer, or an Affiliate of Customer, to provide outsourcing services for the internal business operations of Customer or an Affiliate of Customer; provided, that (x) such third parties have agreed to abide by the terms of this Agreement and (y) Customer shall remain primarily liable for all acts and omissions by such third parties.

(b) License Usage and Restrictions – Customer acknowledges and agrees that, as between Customer and Xblend, Xblend or its subsidiaries owns and shall continue to own all right, title, and interest in and to the License Material, including associated intellectual property rights under copyright, trade secret, patent, or trademark laws. This Agreement does not grant Customer any ownership interest in or to the Licensed Material, but only a limited right and license to install and use the Licensed Software and to use the Licensed Material in accordance with the terms of this Agreement and each applicable Purchase Order. Customer further acknowledges and agrees that the licenses granted hereunder and the restrictions applicable to Customer’s installation and use of the License Software will vary according to the type of Licensed Software purchased by Customer and the type of license purchased by Customer. One or more of the restrictions set forth in this Section 2 may apply to the Licensed Software depending upon the type of licensed purchased by Customer and the terms contained in the applicable Purchase Order relating to the Licensed Software. Customer is encouraged to carefully review all terms and restrictions contained in this Section 2 and each Purchase Order. Customer hereby agrees to the following license restrictions and conditions applicable to the Licensed Software as set forth in the Purchase Orders delivered by Customer under this Agreement:

(i) For all Licensed Software made generally available by Xblend and licensed hereunder by Customer on a “Authorized User” basis, may install and operate such Licensed Software on any number of physical servers or virtual servers or install and use any number of instances of the Licensed Software but Customer shall not access and use such Licensed Software by more than one (1) Authorized User per license purchased by Customer; and

(ii) For all Licensed Software made generally available by Xblend and licensed hereunder by Customer on a “Subscription Service” basis, Customer may install and operate such Licensed Software on a network to be used concurrently on different computers by up to the authorized number of users for which Customer has purchased a license.

In no event shall Customer install, operate, use or access the Licensed Software in contravention of the foregoing restrictions applicable to the Licensed Software or any other restrictions contained in this Agreement. Authorized User licenses are for designated Authorized Users and shall not be used or shared by more than one Authorized User, but may be reassigned to new Authorized Users to replace existing Authorized Users. To the extent Customer purchases licenses through an Authorized Distributor, Customer may be required to purchase a certain number of Authorized User licenses as determined by the Authorized Distributor. Except as otherwise agreed in writing by Xblend, Customer must only install the Licensed Software and make the Licensed Software available for use on hardware systems owned, leased or controlled by Customer.

(c) Copies & Disaster Recovery – Customer may make a reasonable number of back-up archival copies of the Licensed Software. In the event of any outage, Customer shall reproduce all confidentiality and proprietary notices on each of the copies permitted hereunder and maintain an accurate record of the location of each of the copies. Customer shall not otherwise copy or duplicate the Licensed Material. Customer shall not reverse engineer, disassemble, translate, modify, adapt, or decompile the Licensed Material or apply any procedure or process to the Licensed Material in order to ascertain, derive, and/or appropriate the source code or source listings for the Licensed Software or any trade secret or other proprietary information contained in the Licensed Software.

(d) Maintenance Optional – Customer’s right to use the Licensed Software shall survive any election by Customer to terminate or not renew Maintenance Services from Xblend.

(e) Other Services – All licenses and Maintenance Services purchased by Customer in respect of the Licensed Material shall be governed by this Agreement, together with the applicable Purchase Orders delivered hereunder. Unless otherwise agreed by the parties in writing, all other services purchased by Customer in respect of the Licensed Software, if any, including implementation services, training services and professional services (collectively, “Ancillary Services”), shall be governed solely by a separate written mutually acceptable services agreement entered into by the parties or, in the absence of such agreement, Xblend’s standard professional services agreement, and acceptance of the Licensed Material shall not be contingent upon Customer’s acceptance of any such Ancillary Services.
3. DELIVERY AND PAYMENT TERMS –

(a) Delivery – All Licensed Material shall be delivered by Xblend or an Authorized Distributor to Customer via electronic delivery using a secure internet download site. Ownership of the all licenses purchased hereunder and risk of loss for the related Licensed Material shall be deemed to have passed to Customer once the Licensed Material is made available for download by Customer. Customer is notified of the availability of the Licensed Material for download and provided with License Keys necessary for the installation and operation of the Licensed Software.

(b) Payment to Xblend– For all licenses purchased directly from Xblend, unless otherwise agreed by Xblend in writing. Xblend requires that all subscription fees be paid (by either credit card or bank transfer) at the time of purchase. In the event that Xblend agrees in writing to invoice Customer in lieu of credit card payment, then upon delivery of a Purchase Order by Customer, Xblend shall deliver an invoice to Customer specifying the license fees and Maintenance Services fees payable pursuant to such Purchase Order, and Customer shall pay all license fees and Maintenance Services fees specified therein within thirty (30) days of Customer’s receipt of such invoice. In the event that Customer elects to pay any fees due hereunder with a credit card, (i) Customer is required to provide Xblend with a valid form of credit card payment and to keep all such credit card information current and accurate in respect of all renewal fees, (ii) Xblend shall promptly notify Customer if its credit card has changed or has been declined and (iii) Customer hereby consents to Xblend automatically processing and charging all fees due by Customer hereunder, including all renewal fees, to the credit card submitted by Customer. All fees payable by Customer in respect of such Ancillary Services may be separately invoiced. Customer’s payment obligation with respect to all license fees and Maintenance Services fees owing hereunder shall be independent of the provision of Ancillary Services, whether or not such Ancillary Services are separately invoiced. Any late payment of any amount owing hereunder shall accrue interest at a rate equal to the lesser of (i) 15% per annum and (ii) the maximum rate permitted by law.

(c) Payment to Authorized Distributor – For all licenses purchased from an Authorized Distributor, Customer shall pay all fees in accordance with the terms set forth in the written agreement between the Authorized Distributor and Customer governing Authorized Distributor’s sale of the applicable licenses (the “Marketplace Agreement”).

(d) Taxes – All payments referred to in this Agreement are exclusive of value added tax, sales tax and any other applicable taxes, duties or imposts which (with the exception only of those based on Xblend’s income) shall also be payable by Customer in accordance with applicable law.

5. PROPRIETARY RIGHTS

(a) Customer shall not acquire, by virtue of this Agreement, any right or license other than as expressly provided herein. Customer shall not reproduce the Licensed Material or other confidential or proprietary information of Xblend, except as provided in this Agreement. All proprietary rights in and to the Licensed Material and all Evaluation Software (as defined in Section 16 below), all derivatives, translations, modifications, adaptations, improvements, enhancements or developments thereof and all confidential or proprietary information of Xblend, including without limitation, all rights under and with respect to patents, copyrights, trademarks and rights under the trade secret laws of any jurisdiction shall remain the sole property of Xblend or its applicable licensor, whether recognized by or perfected under applicable local law. Customer shall promptly notify Xblend of any infringement of Xblend’s proprietary rights of which it becomes aware.

(b) Portions of the Licensed Software utilize or include third party software and other copyrighted materials. Credits, licensing terms, and disclaimers for such materials are contained in the installation directory for the Licensed Software, and are accessible via the About dialog for the Licensed Software. Customer agrees that use of such copyrighted materials is governed by their respective terms.

6. LIMITED WARRANTIES

(a) Warranty - Xblend warrants to Customer that during the first thirty (30) days after purchase of the Licensed Software (the “Warranty Period”) such Licensed Software will perform substantially as described in the accompanying Licensed Documentation. Xblend does not warrant that (i) the Licensed Software will satisfy or may be customized to satisfy any of Customer’s requirements or any other particular use or (ii) the use of the Licensed Software will be uninterrupted or error-free. Laws from time to time in force may imply warranties that cannot be excluded or can only be excluded to a limited extent. This Agreement shall be read and construed subject to any such statutory provisions.

(b) Remedies – If (i) at any time during a Maintenance Term, the Licensed Software contains Errors which make the Licensed Software unable to perform substantially as described in the accompanying Licensed Documentation or (ii) during the Warranty Period, Xblend breaches the warranty set forth in clause (a) above, then Customer shall promptly notify Xblend of such Error or breach and Xblend shall (A) use all commercially reasonable efforts to correct such Error or breach within thirty (30) days of notification or (B) provide Customer within thirty (30) days of notification with a plan acceptable to Customer for correcting such Error or breach. If such Error or breach is not corrected if, by an acceptable plan for correcting such Error or breach is not established within such thirty (30) day period, Xblend shall replace the defective Licensed Software or, if not practicable, accept the return of the defective Licensed Software and refund to Customer the amount paid for the defective Licensed Software, less depreciation based on a 3-year straight line schedule. Xblend’s obligations under this Section 6(b) shall be waived in the event such Error or breach is due to (i) any

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No consequential damages - Under no circumstances will Xblend or its authorized representatives be liable for any consequential, indirect, special, punitive, exemplary or incidental damages, whether foreseeable or unforeseeable, based on claims by customer or any third party (including, but not limited to, claims for loss of data, good will, profits, use of money or use of the licensed material, interruption in use or availability of data, stoppage of other work or impairment of other assets), arising out of breach of express or implied warranty, breach of contract, breach of any intellectual property right, misrepresentation, negligence, strict liability in tort or otherwise, except only in the case of personal injury where and to the extent that applicable law requires such liability. In no event will the aggregate liability incurred in any action or proceeding by Xblend or its authorized representative exceed the total amount actually paid by customer for the specific licensed software that directly caused the damage.

9. Confidentiality

(a) Confidentiality. Customer acknowledges that the Licensed Material incorporates confidential and proprietary information developed or acquired by or licensed to Xblend and that all results of testing of the Licensed Software, whether performed by customer or another third party, are confidential. In no event will Customer publish or disclose the results of any testing or performance specifications of the Licensed Software without Xblend’s express prior written consent. A party that receives Confidential Information (the “Receiving Party”) from the other party (the “Disclosing Party”) shall not: (i) export or re-export (within the meaning of U.S. laws or other export control laws or regulations) any Confidential Information, except in strict compliance with U.S. laws; (ii) reverse engineer any Confidential Information; or (iii) disclose or make available the Disclosing Party’s Confidential Information to any of the Receiving Party’s employees, agents, contractors or consultants or to any third party, except as may be bound by terms and conditions substantially similar to, and no less restrictive with respect to limitations on use and disclosure, than those contained in this Agreement and each of which have a “need to know” in order to carry out the purposes set forth in this Agreement. Each party shall take all reasonable precautions necessary to safeguard the confidentiality of all Confidential Information disclosed by the other party, including those precautions that take into account the sensitive nature of the Confidential Information and (B) which the Disclosing Party or its authorized representative may reasonably request from time to time. Neither party shall allow the removal or defacement of any confidentiality or proprietary notice placed on the Confidential Information disclosed by the Disclosing Party. The placement of copyright notices on Confidential Information shall not constitute publication or otherwise impair its confidential nature of such information.

(b) Disclosure. If an unauthorized use or disclosure of the Disclosing Party’s Confidential Information occurs within the recipient party’s enterprise, the recipient party will immediately notify the Disclosing Party or its authorized representative and take, at recipient party’s expense, all steps which may be necessary to recover such Confidential Information and to prevent its subsequent unauthorized use or dissemination.

10. Termination

Upon prior written notice to Xblend, Customer may terminate this Agreement without any right to refund, except as otherwise expressly set forth in this Agreement, or, for licenses purchased through an Authorized Distributor, as expressly set forth in a Marketplace Agreement. If Customer or any of Customer’s employees, consultants, authorized representatives or permitted third parties breach any term or condition of this Agreement, Xblend may terminate this Agreement, without judicial or administrative resolution or obligation to refund. This Agreement will terminate automatically if Customer ceases to do business, becomes insolvent, goes or is put into receivership or liquidation, passes a resolution for its winding up (other than for the purpose of reconstruction or amalgamation) or for any of the foregoing, makes an arrangement for the benefit of its creditors, enters into bankruptcy, suspension of payments, moratorium, reorganization or any other proceeding that relates to insolvency or protection of creditors’ rights or takes or suffers any similar action in consequence of debt. Upon the termination of this Agreement for any reason, all rights granted to Customer hereunder will cease, and Customer will promptly (i) purge the Licensed Software and any related Updates from all of Customer’s computer systems, storage media and other files, (ii) destroy the Licensed Material and all copies thereof and (iii) deliver to Xblend an affidavit certifying that Customer has complied with these termination obligations. The provision of Sections 1, 3, 8 through 12, 14, 15 and 17 shall survive the termination of this Agreement.

11. U.S. Export Restrictions

Customer acknowledges that the Licensed Material and all related technical information, documents and materials are subject to export controls under the U.S. Export Administration Regulations. Customer covenants and agrees to comply with all import and export control regulations of the United States with
12. EQUITABLE RELIEF – The parties recognize that Sections 5, 9, 11 and 17(h) are necessary for the protection of the business and goodwill of the parties and are considered by the parties to be reasonable for such purpose. The parties agree that any breach of such Sections would cause the other party substantial and irreparable damage and therefore, in the event of any such breach, in addition to other remedies which may be available, the non-breaching party shall have the right to seek specific performance and other injunctive and equitable relief in a court of law.

13. LICENSE KEY & USE REPORTING – Customer acknowledges that a security code owned and controlled by Xblend or its subsidiaries (the “License Key”) is required to render the Licensed Software operational on Customer’s computer hardware. Upon use of a permanent License Key to install the Licensed Software on Customer’s computer hardware, no other security code will be required for the Licensed Material to operate on such computer hardware in accordance with the terms and restrictions contained in this Agreement. Customer shall not attempt to crack, alter or otherwise derivate the License Key. Xblend shall promptly provide Customer with all necessary License Keys upon purchase of the Licensed Software or upon any authorized transfer of the Licensed Software to any other hardware equipment permitted under Section 2 of this Agreement. Xblend reserves the right to gather data on such usage by Customer from item of Licensed Software, including License Key numbers, server IP addresses, email addresses of Authorized Users, domain counts and other information deemed relevant, to ensure that the Licensed Software is being used in accordance with the terms of this Agreement. Xblend expressly prohibits domain count overrides without prior written approval. Unless otherwise agreed in writing by both parties, Customer hereby consents to Xblend gathering and processing such usage information and agrees not to block, electronically or otherwise, the transmission of data required for compliance with this Agreement. Any unauthorized use of the Licensed Software by Customer or other use by Customer in violation of the restrictions contained herein shall be deemed a material breach of this Agreement. In addition to the foregoing, within ten (10) business days of Customer’s receipt of Xblend’s written request, Customer shall provide to Xblend a written report certifying to Xblend the number of licenses for Licensed Software installed, used or accessed by Customer, the identity of the applicable servers, hardware or computers upon which such licenses are installed and, to the extent applicable, the installation location and location and number of users accessing such licenses, together with such other information as may be requested by Xblend and necessary to confirm Customer’s compliance with the terms of this Agreement. The auditing, reporting and certification rights and obligations set forth in this Section 13 shall survive termination of this Agreement for a period of eighteen months.

14. ENFORCEABILITY – If for any reason a court of competent jurisdiction finds any provision of this Agreement, or portion thereof, to be unenforceable, void, invalid or illegal, that provision shall be enforced to the maximum extent permissible so as to effect the intent of the parties, and the remainder of this Agreement shall continue in full force and effect.

15. ENTIRE AGREEMENT

(a) Customer acknowledges that it has read this Agreement, understands it and agrees to be bound by its terms. Customer and Xblend further agree that, subject to clause (b) below, this Agreement, together with all Purchase Orders delivered in connection herewith and all exhibits, schedules and annexes hereto, is the complete and exclusive statement of the agreement between Customer and Xblend and supersedes all proposals, oral or written, and all other communications between the parties relating to the subject matter of this Agreement, including any shrink-wrap agreements, click-wrap agreements or demo or trial agreements which may accompany the Licensed Material or which may have been previously in force between the parties. Subject to clause (b) below, this Agreement may not be amended, modified, supplemented or altered except by a written agreement that is signed by both parties.

(b) UNDER NO CIRCUMSTANCES MAY THE TERMS OF THIS AGREEMENT OR ANY XBLEND PURCHASE ORDER BE AMENDED, MODIFIED, SUPPLEMENTED, ALTERED, SUPERSEDED OR REPLACED BY ANY NON-XBLEND INVOICE OR PURCHASE ORDER OR OTHER WRITTEN DOCUMENT FOR ANY TRANSACTION CONTEMPLATED HEREBUNDER AND THAT NO ACTION BY XBLEND, INCLUDING XBLEND’S DELIVERY OF ANY LICENSED MATERIAL OR ACCEPTANCE OF PAYMENT, SHALL BE DEEMED TO BE ACCEPTANCE OF ANY OF THE TERMS OR CONDITIONS CONTAINED IN SUCH CUSTOMER INVOICE OR CUSTOMER PURCHASE ORDER OR OTHER WRITTEN INSTRUMENT AND SUCH TERMS AND CONDITIONS SHALL BE VOID AND OF NO FORCE OR EFFECT, UNLESS ACCEPTED BY XBLEND PURSUANT TO A WRITTEN INSTRUMENT SIGNED BY BOTH PARTIES.

16. TRIAL LICENSE

(a) If Customer has installed Evaluation Software (as defined below) and Customer is authorized by Xblend to evaluate such Evaluation Software (as defined below), then only the terms and conditions of this Section 16 (including those Sections of this Agreement incorporated in this Section 16 by reference) will govern Customer’s temporary use of such Evaluation Software (and no other terms of this Agreement shall apply to Customer) in accordance with the terms and restrictions contained herein. Evaluation Software is provided to Customer for temporary use only for the sole purpose of testing and evaluating such Evaluation Software prior to purchasing a commercial license for such Evaluation Software. Evaluation Software may not be exported or diverted for any other commercial purpose. Customer acknowledges that all Evaluation Software incorporated confidential and proprietary information developed or acquired by or licensed to Xblend and that all results of testing of the Evaluation Software, whether performed by Customer or another third party, are confidential. In no event will Customer publish or disclose the results of any testing or performance specifications of the Evaluation Software without Xblend’s express prior written consent. Customer shall not remove or deface of any confidentiality or proprietary notice placed on the Evaluation Software. The placement of copyright notices on

Xblend Software
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17. MISCELLANEOUS

(a) Customer shall not assign, delegate or otherwise transfer this Agreement or any of its rights or obligations hereunder to any other person or entity, whether by contract, merger or by operation of the law, without Xblend’s prior written consent. In the event of any merger of Customer or a sale of substantially all of the assets of Customer in which Customer is not the surviving entity, Customer may assign or transfer any licenses granted under this Agreement; provided, that Customer provides Xblend with written notice of such transfer within thirty days of such merger or sale. Any assignment or delegation in breach of this Section 17(a) shall be void. This Agreement shall be binding upon the parties hereto and shall inure to the benefit of the parties hereto and their respective permitted successors and assigns.

(b) All notices or approvals required or permitted under this Agreement must be given in writing and delivered to the appropriate party at the address set forth in this Agreement or in any Purchase Order delivered in connection with this Agreement.

(c) The waiver of compliance with or breach of any term or condition of this Agreement or the failure of a party to exercise any right under this Agreement shall in no event constitute a waiver as to any other failure to comply or breach, whether similar or dissimilar in nature, or prevent the exercise of any right under this Agreement.

(d) THIS AGREEMENT WILL BE GOVERNED BY AND INTERPRETED IN ACCORDANCE WITH THE LAWS OF ENGLAND AND WALES, WITHOUT GIVING EFFECT TO ANY CHOICE OF LAW RULES. XBLEND AND CUSTOMER HEREBY IRREVOCABLY AGREE ON BEHALF OF THEMSELVES THAT THE SOLE AND EXCLUSIVE JURISDICTION AND VENUE FOR ANY LITIGATION ARISING FROM OR RELATING TO THIS AGREEMENT OR THE SUBJECT MATTER HEREOF SHALL BE IN THE HIGHEST COURT OF ENGLAND.

(e) Unless otherwise specified herein, the rights and remedies of Xblend set forth in this Agreement are not exclusive and are in addition to any other rights and remedies available to it at law or in equity. In the event of Customer’s failure to pay any fees set forth in this Agreement or any applicable Purchase Order, Xblend shall be entitled to recover its costs and expenses, including but not limited to reasonable attorneys’ fees, incurred in any collection efforts or legal action.

(f) This Agreement is not intended to be nor shall it be construed as a joint venture, association, partnership or other form of business organization or agency relationship.

(g) Headings used in this Agreement are for reference purposes only and shall not be used to modify the meaning of the terms and conditions of this Agreement. This Agreement may be executed in counterparts, all of which shall constitute one single agreement between the parties hereto.

(h) In consideration of the mutual covenants contained herein, including the rights and licenses granted to Customer herein, the parties hereto do hereby agree that for a period of two years following Customer’s most recent purchase of any licenses or services, including Maintenance Service, from Xblend or its authorized representative, Customer shall not solicit, induce, hire, engage, or attempt to hire or engage any employee of Xblend, or in any other way interfere with Xblend’s contractual or employment relations with any of its employees, nor will Customer hire or engage or attempt to hire or engage any individual who was an employee of Xblend at any time during such two-year period.

[END OF AGREEMENT]